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CareerCenter Veteran Services, 2010

Maine Department of Labor

Bureau of Employment Services

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Veteran resources

Specialized services

The CareerCenter offers specialized employment and training services for Veterans. If you served in the U.S. Armed Forces, a CareerCenter Veteran representative can help you find a job, get new skills, or access other state or federal resources available to Veterans.

CareerCenter Veteran representatives can provide you with:

- Help with your job search, résumé writing and interview skills
- Career decision-making guidance to translate military skills to good jobs in the civilian workforce
- Information on training and education opportunities
- Referrals to other state and federal resources available to Veterans.



Veteran Community Services

Maine CareerCenters 1-888-457-8883

U.S. Dept. of Labor (VETS) USERRA 207-753-9090

Veterans Readjustment Counseling Services 1-877-927-8387

Veterans Benefits Information 1-800-827-1000

Veterans Affairs Medical (Togus)
www.togus.va.gov 1-877-421-8263

Tri-County Mental Health (Crisis)
www.tcmhs.org 1-888-568-1112

Community Resources dial 211

Veteran Information Websites

Bureau of Maine Veterans Services
www.mainebvs.org

Vet Centers in Maine
www.2.va.gov/directory

State Approving Agency for Veterans Education Programs/New England Troops to Teachers Program
www.msaa.maine.edu

U.S. Department of Veteran Affairs
www.va.gov

USERRA
www.dol.gov/compliance/laws/comp-userra.htm

Employer Support of the Guard and Reserve
www.esgr.org

Job Search Assistance

www.mainecareercenter.com

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request.



Veteran Services

Helping Veterans find jobs,
get trained and access services



www.mainecareercenter.com

Priority of Service

Maine Veterans and eligible spouses receive priority of service in all CareerCenter programs.

Veterans and eligible spouses are given priority of service for the receipt of employment, training and placement services provided under most Maine Department of Labor-funded programs. Veterans and eligible spouses are entitled to precedence for such services. This means that a Veteran or eligible spouse either receives access to a service earlier than others, or if resources are limited, the Veteran or eligible spouse receives access to the service instead of others.

If you are a Veteran or eligible spouse, please identify yourself as such when inquiring about any Maine Department of Labor program. By doing so, you will be able to take full advantage of this priority.

If you are uncertain whether or not you qualify, contact a CareerCenter Veteran representative or visit our website for definitions as they apply to Maine Department of Labor programs.

www.mainecareercenter.com

Find a Veteran representative

Veteran representatives are ready to assist you. To find the nearest representative, visit www.mainecareercenter.com/veterans or call 1-888-457-8883 or TTY: 1-800-794-1110.

Protecting the rights of Veterans in the workforce

The **Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA)** protects the rights of workers who are absent from their jobs to serve in the U.S. Armed Forces. Contact your local CareerCenter Veterans' Representative for more information or assistance with your employer.

Frequently Asked Questions about USERRA

Q: What are the basic reemployment rights when an employee returns following military service?

A: The employer must promptly reemploy the service member. Generally the reemployment position should be the one the person would have attained had he or she remained continuously employed during the period of military service. Employers are permitted to fill a position vacated by an employee on active duty. However, the returning employee is entitled to reemployment upon completion of the military service, even if it requires termination of the replacement.

Q: Is an employer required to pay an employee while the employee is on military duty?

A: No, there is no obligation under the USERRA for them to do so.

Q: Does the USERRA apply to part-time employees?

A: Yes, both part-time and probationary employees are covered by USERRA

Q: Does the USERRA require that an employee receive pension credit while absent to perform military service?

A: Upon reemployment following qualifying military service, an employee must be treated for vesting and benefit accrual purposes as if he or she had been continuously employed. If benefits are tied to employee contributions, the employee must be allowed a specified period of time to make up contributions missed during the period of military service.

Q: I think I didn't get a job because the employer didn't want to hire Veterans. Is there anything I can do?

A: Yes. USERRA prohibits all employers from discriminating against any Veteran, reservists, or National Guard members because of his or her past, present, or future military obligation. The law also requires that employers provide reemployment rights after a period of active duty or training.

Q: Where can I go for assistance concerning my employment and reemployment rights as a Veteran or member of the Guard or Reserve?

A: You should contact your local VETS office for help. You can receive USERRA information from VETS or file a complaint if you believe your rights have been violated. Another resource for National Guard and Reserve members is the National Committee for Employer Support of the Guard and Reserve an organization within the Department of Defense that can provide information and informal mediation services.

Q: Does the USERRA apply to small employers?

A: Yes. USERRA applies to all public and private employers in the United States, regardless of size. It also applies in overseas workplaces that are owned or controlled by U.S. employers.

Q: If an employee would have been laid off while he or she was performing military service, does an employer have to reemploy the person when the military service is completed?

A: No. The employee is "reemployed" in a layoff status with recall rights in accordance with the employer policy for recalls. The employee must be given seniority credit for the period of military leave up to the date he or she would have been laid off. If a complaint were filed, the employer would have a burden to prove the layoff would have occurred if the person had remained employed during the period of military service.